Women in Pastoral Ministry Survey
General Conference and Mennonite Churches
1972-1992

This survey includes both objective (simply circling an answer number) and subjective questions. If the space provided is not adequate feel free to submit your answers on a separate sheet of paper. Additional comments to any of the questions are welcome.

PRELIMINARY QUESTIONS

1. Name: _____

2. Age: _____ 3. Date of Birth: _____

4. Race: _____

5. Citizenship: _____

6. Myers-Briggs Personality Type: _____

7. Educational History:

Name of College/Seminary, other. Include S/CPE	Location	Date From – to	Degree	Field of Emphasis

8. Marital Status

1 single (never married)
2 married, living with original spouse
3 widowed
4 widowed and remarried
5 divorced
6 divorced and remarried
7 separated

9. In what denomination were you raised: _____

10. Current denominational affiliation: _____

11. Congregation you are presently serving: _____

Or

12. Current occupation: _____

13. How long have you served in pastoral ministry? _____

14.

Congregations you have served	From – to	*Title

*(Title: Lead, Associate, Assistant, Co-pastor, Co-pastor with spouse, Interim, Lay Minister, Minister/Director of education/youth/worship/music etc.)

15. Date of Licensing: _____
16. Date of Ordination: _____
17. Date of Commissioning: _____

18. If you are functioning/did function as a pastor in a congregational setting, but were never officially recognized with the commissioning, licensing or ordination service or certificate please describe your circumstance:

CALL TO MINISTRY

19. At what age did you first consider pastoral ministry? _____

20. Briefly describe your journey into pastoral ministry:

21. How important were each of the following in your decision to pursue pastoral ministry?

		Quite Important	Somewhat Important	Not Important	Not Relevant Don't Know
1	Members of your Family	1	2	3	4
2	Minister(s)of the church you attended	1	2	3	4
3	Seminary Faculty	1	2	3	4
4	Women Pastors	1	2	3	4
5	Conference Minister	1	2	3	4
6	Intern Supervisor	1	2	3	4
7	Inner Call	1	2	3	4
8	Other _____	1	2	3	4

22. What influenced you most in your decision to pursue pastoral ministry?

SEMINARY EXPERIENCE

23. Have you attended seminary? 1 Yes 2 No

If you circled "No" please proceed to question #42.
If you circled "Yes" please proceed to question #24

24. At what age did you enter seminary: _____

25. Name of seminary(ies) you attended | Years You Attended

_____ _____

_____ _____

_____ _____

26. What was the most important reason for selecting the seminary you did?

27. If you went to different seminaries or at different times, how would you compare your experience?

28. When did you decide to enter seminary:
 1 before college
 2 during college
 3 after college

29. Were you challenged by seminary professors and/or seminary career guidance counselors to focus on educational and career goals?
 1 Yes 2 No

30. In seminary, was there a support group for women? 1 Yes 2 No

31. Were you a part of it? 1 Yes 2 No Why or why not?

32. Did you have equal access to financial aid? 1 Yes 2 No

33. How soon after graduation did you find a pastoral placement?
 1 less than 6 months
 2 6 months to one year
 3 1-2 years
 4 2-3 years
 5 Other (please specify _____)

34. Did the seminary offer any placement services – e.g. advocate on your behalf? 1 Yes 2 No

35. How did the seminary curriculum meet your needs as a woman?(e.g. did church history courses include discussions about the contributions of women? did exegesis courses include feminist interpretations?)

36. What was the response of your family, close friends, and pastor to your entering a seminary program?
Were they supportive, neutral, antagonistic or sharply divided (some supportive, some antagonistic.)

	Supportive	Neutral	Antagonistic	Divided
1 Family	1	2	3	4
2 Close friends	1	2	3	4
3 Pastor of your home church (Was this pastor ___male or ___female)	1	2	3	4
4 Pastor of church you were most recently attending (Was this pastor ___male or ___female)	1	2	3	4

37. In the seminary from which you received your degree, how many women were represented among:

	0-20%	20-40%	50%	Over 50%
1 The student body	1	2	3	4
2 In your class	1	2	3	4
3 On the faculty	1	2	3	4

38. Did the faculty clearly encourage you to enter pastoral ministry?
1 Yes 2 No

39. Did any faculty discourage you? 1 Yes 2 No
Why?

40. How were you treated by the seminary faculty in general with whom you had classes: (Circle 1)
1 Impartially, like any other student
2 Friendly, but did not take me seriously
3 Gave me preferential treatment
4 Cold, indifferent or hostile
5 Friendly, took me seriously
6 Other _____

41. On first entering seminary, how important were each of the following to you:

	Primary Reason	Secondary Reason	Not a Reason
1 Personal/Spiritual Growth	1	2	3
2 Theological Study	1	2	3
3 Peace Studies	1	2	3
4 Preparing to be a Pastor	1	2	3
5 Seeking vocational discernment	1	2	3
6 Other _____	1	2	3

FIRST PLACEMENT

42. In your first placement, were you employed:
1 full time
2 part time
3 worked without pay

43. Were you the first women the church hired for this position?
1 Yes 2 No

44. If no, were expectations clearly established by the woman/women who had served in this role previously: 1 Yes 2 No

45. Were you called from within the congregation of which you were a member to serve in a pastoral capacity? 1 Yes 2 No
If yes, how did that process take place?

46. How did you obtain your first placement? Was it through:
1 formal channels (e.g. you utilized the calling/ministerial listing service of the denomination)
2 informal channels/networking (e.g. you knew of this position through a friend or relative who was associated with the congregation)

Please describe:

47. Before being hired in your first placement, how many different church options were you considering? _____

48. Did the church experience internal strife because you were called?
1 Yes 2 No

49. If yes to #48, did this subside after placement? 1 Yes 2 No

50. Did any persons leave the church as a result of your being called?
1 Yes 2 No

51. Did you find greater acceptance in the congregation than in the denominational structure that placed you there? 1 Yes 2 No

52. How have you handled criticism and theological questions concerning women in ministry?

53. Do you think seminary graduates in your denomination in 1992 will have an easier or more difficult time in finding a pastoral placement?
1 Easier
2 About the same
3 More difficult

ORDINATION

54. Have you been ordained? 1 Yes 2 No

If you answered "yes" please proceed to #55.
If you answered "no" please proceed to #63.

55. From the time you had a pastoral position, how long was it before you were ordained? _____ (months/years)

56. Who initiated your ordination?
1 Yourself
2 your congregation
3 Conference Minister
4 Other _____

57. Was there any opposition from within the congregation to your being ordained? 1 Yes 2 No
If Yes, please describe:

58. Was there any opposition from your conference minister to your being ordained? 1 Yes 2 No
If Yes, please explain:

59. In your ordination and/ or licensing interview were you asked any questions that you think would not have been asked of male candidates?
1 Yes 2 No
Can you give an example?

60. How would you assess the view of the interviewing committee toward you as a woman in ministry?

61. What frustrations did you experience around your ordination?

62. Do you think women in your denomination in 1992 will have an easier or more difficult time than you in being ordained?
1 Easier
2 About the same
3 More difficult
Why or why not?

OTHER EMPLOYMENT

63. Have you ever had full-time non-pastoral employment?
1 Yes 2 No

64. Was this employment:
1 prior to your pastoral position in the congregation
2 after your pastoral position in the congregation
3 both

65. What was the nature of this work: Number of years doing this work:

_____ _____
_____ _____
_____ _____
_____ _____

66. If you are currently pastoring in a congregation, do you also have paid work outside the congregation?
1 No
2 Yes, full time
3 Yes, part time

What is the nature of this work?

67. Have you ever been in a non-congregational church-related position? (e.g. district/conference or denominational/church staff)
1 Yes 2 No If yes, what was/is this position?

68. Have you held any district/conference or denominational/church wide level committee positions? 1 Yes 2 No
If yes, list these positions:

CONGREGATIONAL EMPLOYMENT

69. Please answer the following questions in terms of: (please circle #1 or #2)
1 the congregation you are presently serving
2 the congregation you most recently served (if you are no longer serving in a congregational setting)

70. Or the congregation you are presently serving, or the congregation you most recently served, do you/did you work:
1 Full time
2 ¾ time
3 half time
4 less than ½ time

71. How many years have/had you served as a pastor in this congregation?
_____

72. Please describe this congregation as it was when you were first called/ appointed:
1 Growing and developing
2 Holding its own
3 Generally declining
4 New church planting effort

73. In regards to the members' views of their congregation and its possibilities, when you were first called were they:
1 Mostly indifferent, apathetic?
2 In conflict among themselves, angry and distrustful of one another?
3 Optimistic and enthusiastic, making progress towards their goals.
4 Other _____

74. What size community is this congregation located in:
1 Under 2500 (rural, village)
2 2500 - 9999 (town)
3 10000 – 49,999 (small city)
4 50,000/over (metropolitan suburb)
5 50,000 – 249,999 (Large city)
6 250,000 – 999,999
7 1,000,000 and over

75. What is/was the current membership of the congregation:
1 Fewer than 100
2 100-199
3 200-299
4 300-399
5 400-499
6 500 plus

Characterize the members of your congregation as follows:

76. What proportion were/are 50 and over:
1 2/3 or more
2 about half
3 less than one third

77. What proportion were/are middle and upper class:
1 2/3 or more
2 about half
3 less than one third

78. How would you characterize the dominant theological position of the majority of this congregation:
1 very conservative
2 moderately conservative
3 moderately liberal
4 very liberal
5 mixed, neither
6 other _____

79. Using the same categories, how would you characterize your own theological position:
 1 very conservative
 2 moderately conservative
 3 moderately liberal
 4 very liberal
 5 mixed, neither
 6 other _____

80. How would you characterize the financial health of this congregation:
 1 excellent
 2 good
 3 tight, but adequate
 4 in some difficulty
 5 in serious difficulty

81. How much difficulty have you had/did you have in the last year in getting your ideas for the congregation heard by the church board/church council?
 1 little or no difficulty
 2 some difficulty
 3 quite a bit of difficulty

82. How satisfied are you/ were you with your pastoral role in the congregation?
 1 very satisfied
 2 satisfied
 3 mixed, both satisfied and frustrated
 4 dissatisfied
 5 very dissatisfied and frustrated

83. How does/did your pastorate in this congregation compare with past pastoral experience?
 1 better
 2 worse
 3 about the same
 4 Not applicable - this is/was my first congregational experience

84. Does/did this position offer you maximum opportunity for expressions of your talents for ministry allowing you to develop new areas of expertise?
 1 yes, definitely
 2 yes, to some degree
 3 no, not really

85. If you are currently serving in a congregation, how likely is it that you will move from this congregation in the next couple years?
 1 very likely
 2 somewhat likely
 3 somewhat unlikely
 4 very unlikely

86. If it is likely you would leave, what would be your reasons: (check all that apply)
 1 retirement
 2 dissatisfaction
 3 ready for a new challenge
 4 felt that my work was completed here
 5 lack of congregational support for my staying
 6 other _____
Comments:

87. If you leave do you think the congregation would call another woman to fill the vacancy you leave? 1 Yes 2 No
Why or why not?

88. Did the congregation call another woman when you left? 1 Yes 2 No

89. If you have left the pastoral ministry, what were your reasons for leaving the pastoral ministry:

NEXT CHURCH

90. In the last five years, approximately how many inquiries have you received (if any) from other congregations, about the possibility of being their pastor? _____

91. How attractive were these inquiries (in terms of salary, location, position, growth potential, etc.) compared to where you are presently serving?
 1 worse on the whole
 2 about the same
 3 some better, some worse
 4 better on the whole

92. What would you prefer your next call/position to be:
 1 another congregation
 2 return to secular employment
 3 non-congregational, but church related work
 4 other

93. Do you feel you have adequate information about all church related vacancies in which you might be interested? 1 Yes 2 No

94. Are you presently using the calling system/ministerial listing service of your denomination? 1 Yes 2 No

95. How helpful have you found the calling system/ministerial listing service on the district/conference and the denominational level in getting you interviews or an actual position?

District/Conference Level	Denominational Level
1 very helpful	1 very helpful
2 somewhat helpful	2 somewhat helpful
3 not very helpful	3 not very helpful
4 of no help at all	4 of no help at all
5 not sure	5 not sure
6 not used	6 not used

96. If not used, why not:
1 too much trouble
2 waste of time
3 prefer to get jobs without the help of the district or denominational office
4 Other reasons: (please describe)

97. Should you desire another pastoral position how easy do you anticipate that it would be to find?
1 very easy
2 somewhat easy
3 somewhat difficult
4 very difficult

98. How easy or difficult do you find it to plan a career strategy? (e.g. Decide on what kind of pastoral position you will try to obtain in five or ten years from now)
1 very easy
2 somewhat easy
3 somewhat difficult
4 very difficult
5 don't try to plan
6 plan to retire

What fears do you have in this regard?

YOUR MINISTRY

99. How effective on the whole do you think you are with your present congregation/were with your previous congregation if no longer in pastoral ministry, in doing each of the following: (From "Twenty Pastoral Tasks" Ministerial Leadership Information Form)

	Very Effective	Quite Effective	Somewhat Effective	Ineffective	Do Not Do This
1 Administration	1	2	3	4	5
2 Christian Ed	1	2	3	4	5
3 Community Activities	1	2	3	4	5
4 District/Conference Involvements	1	2	3	4	5
5 Counseling	1	2	3	4	5
6 Evangelism and Church Growth	1	2	3	4	5
7 Dedications, Marriages, Funerals	1	2	3	4	5
8 Music	1	2	3	4	5
9 Preaching/Worship Leading	1	2	3	4	5
10 Peace/Social Concerns	1	2	3	4	5
11 Stewardship and Finances	1	2	3	4	5
12 Teaching	1	2	3	4	5
13 Visitation	1	2	3	4	5
14 Crisis Ministry	1	2	3	4	5
15 Work with small Groups	1	2	3	4	5
16 Spirituality	1	2	3	4	5
17 Missions/Service	1	2	3	4	5
18 Conflict Resolution	1	2	3	4	5
19 Youth/Young Adults	1	2	3	4	5
20 Developing the ministry of the laity	1	2	3	4	5

100. What do you consider as "gifts necessary" for effective ministry?

101. On the following scale from 1 to 10, circle one number indicating where you rate your leadership style between "visionary" and "maintainer".

(Visionary)									(Maintainer)
I enjoy envisioning future goals for the congregation/dreaming about new possibilities									I enjoy carrying out already established goals
1	2	3	4	5	6	7	8	9	10

102. On the following scale from 1 to 10, circle one number indicating your preferred decision making style between "Maintaining the principle" and "Maintaining the relationship."

(Maintaining Principle) I make decisions based on the principle of the issue at hand.									(Maintaining Relationship) I make decisions based on the desire to maintain harmony in the relationship
1	2	3	4	5	6	7	8	9	10

103. What word(s) would you use to describe your own leadership style:
_____

104. Which of these factors most influenced the development of your particular leadership style: (For all that you circle, please rank in order of significance - 1 for most significant, 2 for the second most significant etc.)
_____1 modeled for me by male pastors
_____2 modeled for me by female pastor
_____3 this is the kind of leader my congregation expected of me
_____4 i was taught this style at seminary
_____5 other (please describe)

105. Please respond to each of the following statements from your experience in the last year or your most recent pastoral experience:

		Usually	Sometimes	Almost Never	Never
1	I have felt accepted, liked and appreciated by most members of this congregation.	1	2	3	4
2	I was having trouble with one or more lay leaders in the congregation.	1	2	3	4
3	I was able to maintain a separation between my ministerial duties and my private life.	1	2	3	4
4	I felt lonely and isolated.	1	2	3	4
5	I had sufficient money to live comfortably.	1	2	3	4
6	I felt bored and frustrated by the limits of this job, resources or people.	1	2	3	4
7	I felt physically healthy and energetic.	1	2	3	4
8	I felt I was really accomplishing things in my ministry.	1	2	3	4
9	I thought seriously about leaving the pastoral ministry for some other kind of work.	1	2	3	4
10	I have experienced burnout.	1	2	3	4

106. Have you ever experienced sexual harassment in the congregations where you have served as pastor? 1 Yes 2 No
If yes, by whom: (circle all that apply)
1 Congregational members
2 Other pastoral staff
3 Other church staff (i.e. custodian)
4 Pastoral colleagues outside the congregation
5 Other (please describe)

107. What was the general nature of the harassment (i.e. verbal, physical etc.)

108. For any conflicts or continuing difficulties you may have had with laypersons in your congregation, how important were/are each of the following as factors in this conflict or difficulty?

	Important	Somewhat Important	Unimportant
1 Differences in theology, attitudes or values	1	2	3
2 Misconceptions about your intentions or actions	1	2	3
3 if ever associate/assistant, the fact that you were not the senior pastor	1	2	3
4 the fact that you are a woman	1	2	3
5 Other _____	1	2	3

109. What was the most surprising thing about being in pastoral ministry?

110. What are the three most powerful expectations that your congregation has (had) for you as a pastor:
1.
2.
3.

111. What have you found to give you the most inner strength and priestly authority?

ASSOCIATES OR ASSISTANTS

112. Have you ever worked as an associate or assistant master?
1 Yes 2 No
If no, please proceed to question #121

113. If yes, to what extent was each of the following true of your relationship with the senior minister?

	Often	Sometimes	Rarely	Never
1 The Senior minister and I spend an hour or so each week discussing the ministry of the congregation.	1	2	3	4
2 The senior minister was critical of my work.	1	2	3	4
3 The senior minister was over protective of me.	1	2	3	4
4 The senior minister did not give me sufficient feedback.	1	2	3	4
5 The senior minister gave me good suggestions about how I might improve my preaching, teaching, counseling.	1	2	3	4
6 The senior minister felt threatened by me.	1	2	3	4
7 The senior minister set the pattern/ style of "how to do ministry" not allowing me to utilize my own style.	1	2	3	4

114. For any conflict that occurred between you and the senior minister, how important were each of the following factors?

	Important	Somewhat Important	Unimportant
1 Personality, value or style differences.	1	2	3
2 Difficulties inherent in being the associate or assistant.	1	2	3
3 The fact that you are a woman	1	2	3

115. Please describe how areas of responsibility were divided up between you and the senior pastor:

116. What are ways you would like (would have liked) to ask your colleague to support you or work with you more helpfully?

117. Did you feel that the congregation recognized you as a minister in your own right, or did they inappropriately defer to the senior minister for their questions, concerns and needs?

118. In your next assignment would you seek another associate/assistant position? 1 Yes 2 No
Why or why not?

119. Have you/ did you experience expectations that you should move on to a lead pastorate? 1 Yes 2 No

120. From your experience, what are the pitfalls and the advantages of multiple staff ministries?

SUPPORT

121. Approximately how many clergy do you/did you talk with regularly (once a month) in total? _____

122. Of these, how many are/were women clergy? _____

123. Are you/were you a member of any support/study group(s)of clergy?
1 Yes
2 No
3 Have been in the past

124. If yes, is this group:
1 Your denomination only
2 Ecumenical
3 Other (describe)

125. Are you a member of any colleague/professional or interest group composed of only women? 1 Yes 2 No

126. If yes, is this group composed of: (circle 2)
1 Only pastors
2 Only laity
3 Lay and pastors
4 Only of your denomination
5 Ecumenical

127. Do you meet regularly with a spiritual director/advisor? 1 Yes 2 No

128. If yes, is this person:
1 from your denomination
2 from outside your denomination

129. Do you have a committee within your congregation that functions as a pastoral relations/supervisory group with whom you meet regularly?
1 Yes 2 No

130. Are they able to give you honest and realistic feedback, including being helpful in an evaluation process? 1 Yes 2 No

131. How well do you feel they function?

132. How frequently have you talked with your conference minister or congregational overseer in the last six months:
1 Not at all
2 1-2 times
3 3 or 4 times
4 5 or more times

133. About how well do you know this person?
1 Very well
2 Quite well
3 Fairly well
4 Not very well

134. How supportive has this conference minister/congregational overseer been in each of the following areas:

	Quite Helpful	Somewhat Helpful	Of Little Help	Help Not Asked For or Needed
1 Professional or ministerial career concerns.	1	2	3	4
2 Problems with/in the congregation	1	2	3	4
3 Personal Matters	1	2	3	4

Comments:

135. When you are experiencing difficulties or conflicts in the congregation, who are you most likely to turn to for assistance and/ or advice?

	Quite Likely	Somewhat Likely	Unlikely
1 Pastoral Relations Committee	1	2	3
2 One or more congregational members	1	2	3
3 Other staff	1	2	3
4 Pastors in another congregation	1	2	3
5 Conference Minister/Overseer	1	2	3
6 Spouse/Other Family Member	1	2	3
7 Close Friend not in ministry	1	2	3
8 Other (Please Specify_____)	1	2	3

136. Do you have adequate time to spend with family and close friends?
1 Yes 2 No
Comments:

MARRIAGE

It presently married please answer the following questions:
If not presently married please proceed to question #174.
If presently or previously divorced please answer questions #150-#151

137. How long have you been married to your present spouse: _____

138. Overall, how has your spouse responded to the time and energy you invest in your ministerial work?
1 Always enthusiastic, supportive
2 Sometimes supportive
3 Mostly neutral
4 Sometimes resentful
5 Frequently resentful

139. Is your spouse employed?
1 Yes, full time
2 Yes, part time
3 No

140. Is your spouse also ordained? 1 Yes 2 No

141. If yes, is your spouse:
1 a minister in your congregation
2 a minister in another congregation
3 working for a church related organization
4 working in a non-church setting

142. If not church employed, what is the occupation of your spouse?
_____

143. How does your spouse's occupation affect the opinion of you (your ministry) held by members of your congregation? In the majority they:
1 Respect me more
2 Respect me less
3 Feel sorry for me
4 Do not care
5 Other _____

144. Whose career goals take priority when either of you are considering a position:
1 My own
2 My spouse's
3 Both equally

145. How active is your spouse in your congregation?
1 Very Active
2 Somewhat active
3 Rather inactive

146. How do the majority of parishioners feel about this degree of your spouse's participation in your church?
1 Very satisfied
2 Satisfied
3 Mixed or ambivalent
4 Dissatisfied

147. How does your spouse feel about his own degree of participation in the congregation?
1 Very satisfied
2 Satisfied
3 Mixed or ambivalent
4 Dissatisfied

148. Can you specify what are some open and/or hidden expectations of your spouse in relationship to the congregation?

149. How stressful has the pastorate been on your marriage?
1 Very stressful
2 At times stressful
3 Not an issue (no more stressful than if I was in another occupation)

150. If you have been/are divorced did/has your divorce status affected your ability to obtain a pastoral position?
1 Yes, affected
2 Yes, but not prevented
3 No
4 Have not tried since divorced to obtain a pastorate

151. To what extent was this divorce caused by the conflicts resulting from your ministerial work?
1 To a great extent
2 To some extent
3 Not related at all
4 Do not know

152. Have you and your spouse served as co-pastors in a congregation:
1 Yes, presently
2 Yes, not presently
3 No
If no, please proceed to question #174.

CO-PASTORING WITH SPOUSE

If you have/are serving as a co-pastor with your spouse, please answer the following questions:

153. How long were you married before you and your spouse began co-pastoring a congregation? _____

154. How long have you co-pastored together? _____

155. Have you co-pastored in more than one setting? 1 Yes 2 No

156. When the congregation called you and your spouse, did you feel they were more interested in your spouse? 1 Yes 2 No

157. Would the congregation have called you without your spouse?
1 Yes 2 No

158. How have you and your spouse divided your time and responsibility? Please describe:

159. How difficult is/was it to claim your individual identity in a co-pastorate?
1 Very difficult
2 Somewhat difficult
3 Has not been an issue

160. Did you experience any expectations to fill the minister's wife role, ignoring the fact that you are/were also the minister?
1 Frequently
2 Sometimes
3 Never

161. Would you consider your ministerial role as being on an equal level or subordinate level compared to your spouse's role:
1 Equal level
2 Subordinate level

162. Are there pastoral roles in which the congregation would not allow you to function?(e.g. preaching) 1 Yes 2 No
If yes, what are they? _____

163. Do you and your spouse receive equal salary checks and fringe benefits?
1 Yes 2 No

164. If no, what are the discrepancies in monetary support?

165. How stressful has the co-pastorate been on your marriage?
1 Very stressful
2 At times stressful
3 Not an issue (No more stressful than if we were in separate occupations)

166. What special challenges does co-pastoring with ones spouse pose?

167. What have been/are the benefits for you, of co-pastoring with one's spouse?

168. When you were/are evaluated how has this evaluation been conducted?
1 We are evaluated separately
2 We are evaluated together

169. Please comment on your evaluation experience. (e.g. is it more stressful than if you were in a sole pastorate?)

170. Do you consider the co-pastorate a good model for ministry or one that needs to be seriously reconsidered?

171. Do you think that the "co-pastoring with spouse" model has helped to further the "cause" of women in ministry? 1 Yes 2 No
Comments:

172. Would you seek a pastorate on your own (without your spouse)?
1 Yes 2 No
If no, why?

173. If you are no longer co-pastoring with your spouse, what factors contributed to that decision:

FAMILY

174. Do you have any children? 1 Yes 2 No
If no, please proceed to #179.

175. If yes, how many children do you have? _____

176. How many of these are under the age of 18? _____

177. Were any of your children under the age of 10 while you had a full time ministerial position? 1 Yes 2 No

178. If yes to #177, how difficult was it for you to carry on a full time ministry when your children were this young?
1 Very Difficult
2 Somewhat difficult
3 Relatively Easy

FINANCIAL SUPPORT AND OTHER RESOURCES

179. Do you live in a house provided by the church?
1 Yes 2 No

180. Do you own your own home? 1 Yes 2 No

181. What is the full time cash salary pages paid you by the church per year?
1 $10,000 or under
2 $10,000 - $15,000
3 $16,000 - $20,000
4 $21,000 - $25,000
5 $26,000 and over

182. Do you earn income from sources other than this church? 1 Yes 2 No
If yes, please describe:

183. And finally ... are there any further comments you want to express that have not been touched upon in this survey.

184. Would you be willing to be interviewed over the telephone about matters touched on in this survey? If so, please sign your name and give the telephone numbers where you can be reached.

Name: _____
Telephone Number(s): Best times and days to call:
_____ _____
_____ _____

INFORMAL QUESTION

185. Some of you may recall the gathering of women pastors at Normal '89. In that meeting, we were invited to share a humorous story or anecdote related to our experiences as women in pastoral ministry.

It was evident from the dozens of stories shared, and from the laughter that rocked the room, that here is a unique oral history which needs to be collected and written down so as not to lose it.

On a separate sheet of paper, I invite you to share a story/anecdote that reflects the lighter side of your experience in ministry, a story that is unique to your experience as a woman.